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## REPORT TO GOVERNOR JAY NIXON STATE OF MISSOURI

2009

### MISSOURI WOMEN'S COUNCIL ANNUAL REPORT



Submitted January 2010  
By Board Members  
Missouri Women's Council

## INTRODUCTION

The Missouri Women's Council was established in 1985 by the State's 83<sup>rd</sup> General Assembly to identify and address issues affecting the economic and employment status of women in Missouri. The first name of the council was the Missouri Council on Women's Economic Development and Training (MCWEDT). The name was changed to the Missouri Women's Council in 1994. The Council consists of 15 members: 11 appointed by the Governor, 2 members of the Missouri Senate and 2 members of the Missouri House of Representatives.

### **The members of the Council are:**

Sandy Jones, Chairperson - Bolivar

Janet Bandera - O'Fallon

Michelle Esswein - St. Louis

Terri Gray - Columbia

Lorene James - Kansas City

Nanci King - Jefferson City

Kerri McBee-Black - Harrisburg

Sarah Murray - Kansas City

Karen Thornton - Sunrise Beach

Valerie White - St. Charles

Donayle Whitmore - St. Louis

The Honorable Rita Days, St. Louis

The Honorable Norma Champion, Springfield

The Honorable Marilyn Ruestman - Joplin

The Honorable Rachel Storch, St. Louis

During the current economic environment, it becomes even more important that the Missouri Women's Council makes available information and resources to assist Missouri women with their social and economic issues. The information presented here for your review delineates the programs and efforts to provide those services through individualized and organized initiatives and programs.

Council members, by virtue of their appointments and acceptance as members, have personal commitments to their duties as listed. Although a great deal has been done to implement these goals and commitments, much more needs to be done in the future. As you review this document, we trust you will have a full understanding of the goals and determination of the Council to provide these needed resources to Missouri women. Thank you for your support, and we look forward to continuing dialogue and implementation of our objectives.

Since the inception of the Council in 1985 the mission has broadened. The Council now acts as a resource and referral center connecting women from all socioeconomic backgrounds to information ranging from employment and non-traditional programs, domestic violence and health issues, to entrepreneurship and advocacy.

In the creation of and the continuing support of the Council, the Governor and the Missouri General Assembly recognize that women constitute a group whose life chances and life stages

often differ remarkably from those of men, and because of these differences, carry a disproportionate share of the burden of economic hardship.

Compared to other states, women in Missouri rank:

- 10<sup>th</sup> in the earnings ratio between full time and year round employed women with men
- 11<sup>th</sup> in the number employed in managerial or professional occupations
- 18<sup>th</sup> in business ownership
- 15<sup>th</sup> in the percent of women living above poverty
- 29<sup>th</sup> in the percentage of female head of household with children and without husband below 100% poverty

## Women in Missouri's Workplaces

There were slightly less than 1.4 million women reported in Missouri's workforce throughout 2008, or more than 46% of the state's labor force. This report aims to look at the role of women in Missouri's workplaces based on occupations found to be traditionally female-oriented versus those deemed more male-oriented.<sup>i</sup>

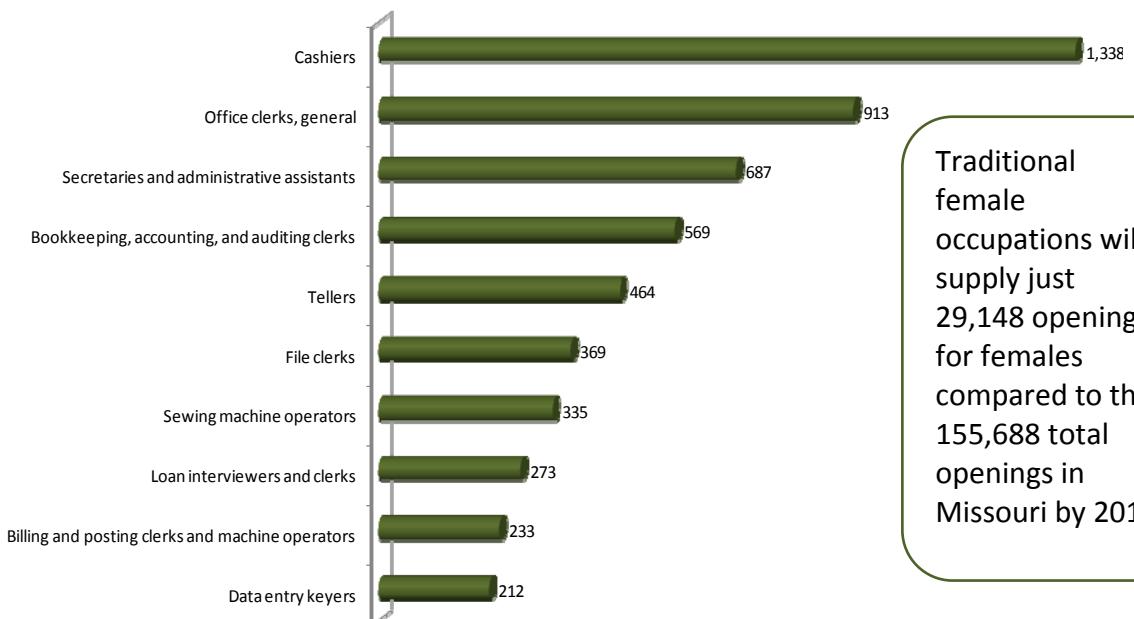
### Women in Non-traditional Jobs

In male traditional jobs with the highest total employment, the largest percentage that women will make of the workforce is 23.2%. In some occupations, women only amount to 0.7% of hired employees.



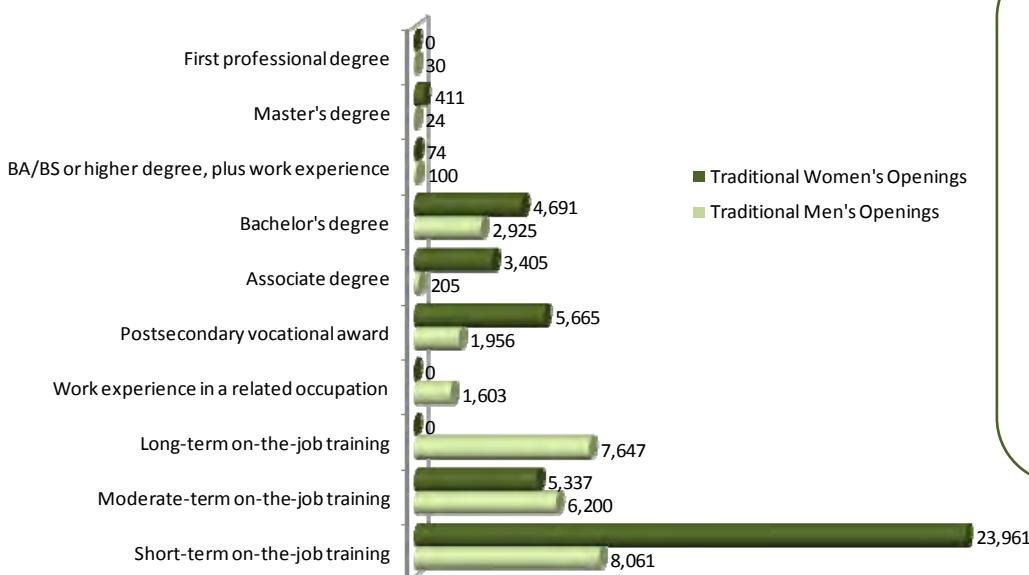
## Employment Changes

Net Changes in Female Traditional Employment from 2008-2010



Traditional female occupations will supply just 29,148 openings for females compared to the 155,688 total openings in Missouri by 2010.

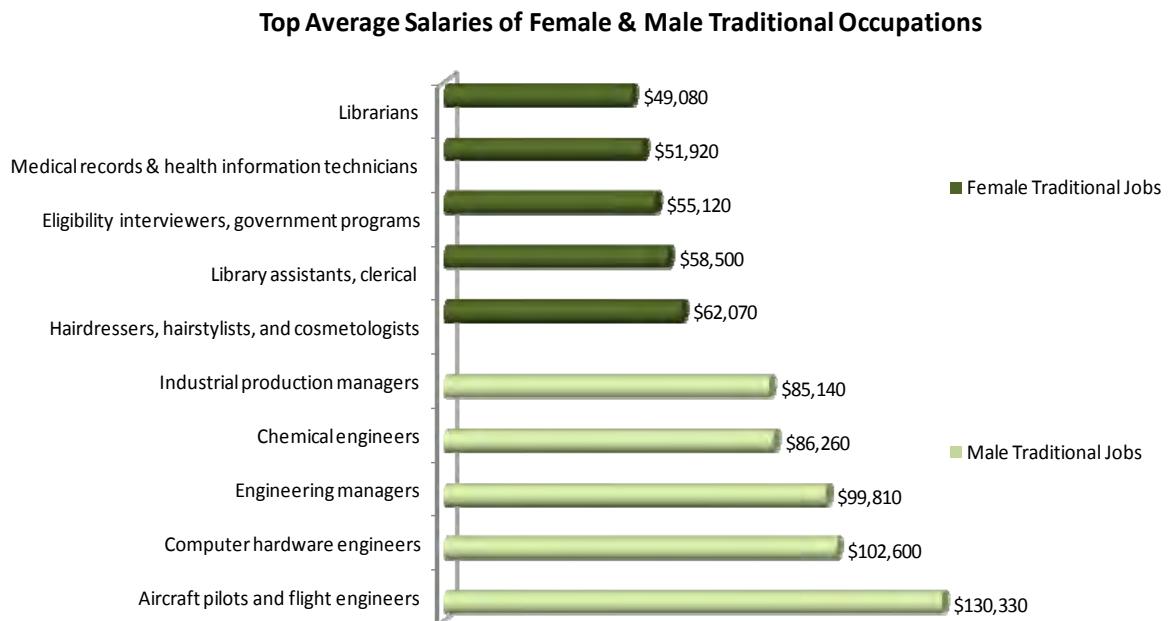
Total Openings for Male and Female Traditional Occupations



Of the occupational openings that will occur from 2008-2010 more than 8,580 openings in female-traditional occupations will recommend an associate's degree or higher for employment, compared to just 3,280 in male-traditional jobs.

## Average

The average wage for all female-traditional occupations was \$27,277, while the average wage for traditional-male occupations was \$40,339. The top paying traditional female jobs also require higher levels of education.



<sup>1</sup> Traditional and non-traditional jobs were determined through data gathered from the 2007 American Community Survey with the U.S. Census Bureau. Occupations with female employment totaling less than 25.5% are declared non-traditional, while occupations with 75.5% or more are traditionally female occupied jobs.

The Missouri Women's Council suggests that the numbers shown above reflect a need to adapt and/or create programs and services to better address the needs of women.

Data Sources: U.S. Census Bureau, MERIC Long-term Occupational Projections, MERIC Occupational Employment and Wage Survey. Education and experience ratings reflect the typical training needed to obtain employment in the occupation using national averages, and do not reflect required training; produced by the US Department of Labor (BLS, ETA).



The members of the Missouri Women's Council are committed to the pioneering of changes necessary to advance the economic, social and political parity of women in Missouri.

## Council Activities

The Missouri Women's Council continues to promote and improve *The Women Owned Business Network*. This web site is dedicated to helping women-owned businesses succeed, by reaching out to new markets and help promote women-owned businesses to make it easier to find and support women-owned companies and the products/services they offer. The web site can be viewed at [www.wobnetwork.mo.gov](http://www.wobnetwork.mo.gov).

The Women's Council offers fact sheets that contain the latest statistics and information on a wide variety of issues, including high school drop outs, education and earnings, hot jobs for the 21<sup>st</sup> century, Missouri's temporary assistance, women in high-tech jobs, younger women in America, pay equity, women's health, women in public life, women-owned businesses, nontraditional occupations, breast cancer, and advocacy. The Fact Sheets are available upon request and can be downloaded from the Women's Council web site at [www.womenscouncil.org](http://www.womenscouncil.org).

The Missouri Women's Council along with MERIC, a division of the Department of Economic Development, have completed a self-sufficiency study and published the *Missouri Family Affirming Wages: Financial independence measures for Missouri families*. It is available either by hard copy or by viewing the Missouri Women's Council web site at [www.womenscouncil.org](http://www.womenscouncil.org).

*The Missouri Family Affirming Wages: A financial independence measure for Missouri families* is a research and advocacy tool that calculates the amount of money different family types should earn to meet their basic needs. By looking at data for expenditures in such categories as food, housing, childcare, health care, transportation and taxes, the publication responds to the need for precise, reliable information about what it really costs a family to live in different parts of the state. This in-depth report will provide a tool to educate the public, enlighten corporations and statewide organizations, impact career and educational choices for young women, and inform policy and decision-makers throughout the state.

The Missouri Women's Council has recently revised the *Missouri Women's Resource Guide*. *The Missouri Women's Resource Guide* is a directory of programs, services and web sites related to issues of interest to women. Due to budget cuts, The Resource Guide is available on the Missouri Women's Council web site. A DVD is also available by request. It is our plan that this guide will serve as a valuable resource for addressing the needs and concerns of women in Missouri. Our goal is to provide a wide array of information and choices across partisan beliefs.

The Missouri Women's Council sends out a monthly e-newsletter. The e-newsletter is an educational resource to keep women informed about programs available to them and other areas of interest. There are over 4,967 subscribers as of December 2009.

The Missouri Women's Council provides a web site [www.womenscouncil.org](http://www.womenscouncil.org). It is a portal designed to connect women to a network of accessible, high quality advisory services and information ranging from employment and training, to information on starting your own business, to how to balance work and family.

The Missouri Women's Council each year presents the Award of Distinction. This award is given to an individual and/or organization that have made a significant impact upon women and their families.

The Missouri Women's Council, working with the University of Missouri Extension, hosts a Women's Conference each year in Columbia. These conferences are very valuable, particularly to women in rural areas. The Council is also a part of the Governor's Conference on Economic Development.

The Missouri Women's Council is responsible for the Breast Cancer Awareness License Plate and the Check-off Program on the individual and corporate income tax forms for contributions to the breast cancer awareness trust fund. Funds raised through these programs are designated for the sole purpose of providing breast cancer services, including but not limited to screening, treatment, staging, and follow-up services.

The Women's Council designed an "Outstanding Women of Missouri History Exhibit," honoring over 67 historical Missouri women who were instrumental in breaking barriers and forging new paths. The traveling exhibit has been shown throughout the state.

## Mission

Updated Census Bureau estimates place Missouri's population at just over 5,878,000 individuals, slightly more than 3,007,000 of which are women (51.1%). The mission of the Missouri Women's Council **is to promote the economic success of Missouri women by connecting them to information and resources**. The Council acts as a resource and referral center for women. We hope to become a 'one-stop shop' for a woman who wants to begin her own business or upgrade her skills to pursue new economic paths. We also want to provide support and information to women who want to work at home or gain a little more income while they dedicate themselves to full-time parenting. Statutes outline several goals of the Council in the areas of promoting and increasing women's economic and employment opportunities through programs and providing information.

## Duties

The duties of the Council, as specified in Section 186.106 RSMo include:

- Promoting and increasing women's economic and employment opportunities through education and training programs to aid in and ensure entry into the labor market;
- Promoting occupational mobility of women workers in lower and middle levels of employment;
- Promoting access to jobs with more skill and responsibility;
- Initiating programs to assist women in small business enterprise;
- Assuring access of women to nontraditional skilled trades;
- Promoting retraining programs and facilities;
- Conducting programs, studies, seminars and conferences on educational needs and opportunities; displaced homemakers; credits; federal and state actions affecting the rights and responsibilities of women; and women owned business enterprises.

## Focus

To achieve our mission, the Council is seeking greater coordination among the state agencies serving women, maximization of existing resources for women, and use of new and existing resources where they will have the greatest impact on eliminating the economic disparity between the statuses of women in Missouri, relative to the women nationally and to the men in Missouri.

The Council has focused on determining the range of existing services and resources for women's economic educational and health-related concerns. This process will be on-going.

It has become apparent that women's needs and the programs designed to serve them are segmented. We are of the conviction that it is important to find ways to address the whole woman, all her needs and difficulties in the form of a "one-stop shop" whenever possible.

It is the intent of the Missouri Women's Council to build awareness, educate, promote opportunities for, and enhance the lives and well being of Missouri's women and families. Hardest hit are the individuals living at the poverty level, the majority of which are women and children. By providing knowledge, opportunities to enhance the employability and skill development of women, and providing a voice for their needs and concerns, we hope to assist these underserved members of Missouri and lead them to self-sufficiency.

The Missouri Women's Council acts as a resource and referral center connecting women from all socioeconomic backgrounds to information ranging from employment and non-traditional programs, domestic violence and health issues, to entrepreneurship and advocacy.

The Friends of the Missouri Women's Council was established several years ago by a group of Missouri women to support and fund programs and projects of the Missouri Women's Council. Their concern, insight and knowledge foresaw the need to raise monies to support and enhance the important programs and priorities of the Women's Council that promote economic opportunity for Missouri women. The annual membership dues help support important programs and promote opportunities for women and families in Missouri.

## Recommendations

- Continue to expand the role of the Missouri Women's Council as a centralized clearinghouse, resource, and referral center for all Missouri women.
- Request that all state agencies coordinate and advise the Missouri Women's Council on all programs and services affecting women.
- Increase the efforts of the Missouri Women's Council in seeking federal funds and grants to support needed programs.

- Provide relevant information that is useful in the day-to-day activities of Missouri women.
- Be proactive in utilizing the media to promote activities regarding women.
- Increase the Missouri Women's Council statewide visibility.
- Use the website as an effective means of employment information.
- Continue to use the website to disseminate updates, issue-based briefs, information alerts, and practical tip sheets on issues.
- Continue to present and exhibit at conferences to increase the visibility of the Missouri Women's Council statewide.
- Present an affordable annual conference, which delivers a quality and relevant program that presents an opportunity for women to meet and network with their colleagues.
- Explore and develop partnerships with other local liaisons and associations to strengthen the conference program and experience.

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